



BOARD OF BARBERING AND COSMETOLOGY
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Board of Barbering and Cosmetology
Department of Consumer Affairs
Hearing Room
Suite 1030

August 11, 2003

MINUTES

Cindy Walton, Interim Executive Officer, called the Board of Barbering of Cosmetology to order at 9:15 a.m. A quorum was present and notice had been sent to interested parties.

Members Present:

Dr. Della Condon
Mr. Joe Gonzalez
Ms Kim McInnes
Ms. Mercedes Barcelona
Mr. Richard Hedges
Ms. Bonnie LaChappa

Staff Present:

Cindy Walton, Interim Executive Officer
Hallie Fisher, Manager, Licensing & Policy
Marion Welch, Supervising Examiner
Jim Jacobs, Supervising Inspector
Sharon Buono, Manager, Enforcement
Thalia Singleton, Executive Assistant

Ms. Walton began by welcoming everyone and mentioned that it's very exciting to have the new board. Ms. Walton introduced herself as the Interim Executive Officer for the Board.

Ms. Walton reviewed the agenda layout and explained that the closed session beginning at 10:30 a.m. would not be open to the public, but the open session would resume at 1:00 p.m.

Agenda Item 2**Administer Oath of Office to All New Board Members**

Ms. Walton reported that Ms. Doretha Johnson, Deputy Director, Legal Office, would administer the Oath of Office to all the new members.

Ms. Johnson introduced herself and explained that she would be administering the Oath of Office and would be swearing all members in at the same time instead of separately. Ms. Johnson had each member stand and raise his or her right hand to receive the Oath. Ms. Johnson successfully administered the Oath of Office and each member was sworn in.

Agenda Item 3**Election of First Meeting Chair**

Ms. Walton directed members would need to appoint a member to chair the first meeting until they could officially appoint the Board Officers.

Dr. Della Condon nominated Mr. Joe Gonzalez as the chairperson for the first meeting.

All 6 of the members agreed with the nomination, and Mr. Gonzalez was appointed as the chairperson for the first meeting.

Mr. Gonzalez gladly accepted the nomination as the chair for the meeting and thanked all of the members for nominating him.

Ms. Walton turned the gavel over to Mr. Gonzalez.

Agenda Item 4**Introduction of Board Staff**

Ms. Walton took the opportunity to introduce the Board staff. Ms. Walton first introduced Mr. Jim Jacobs, Supervising Inspector, Ms. Marion Welch, Supervising Examiner; Ms. Hallie Fisher, Manager, Policy and Licensing; Ms. Sharon Buono, Manager, Enforcement. Ms. Walton wanted to take the opportunity to introduce the staff, since Board Members will either have interaction with management or their staff.

Agenda Item 5**Board Orientation**

Ms. Walton reported that that when a Board Member is appointed to the Board they must complete the orientation process. She reported that this would be an abbreviated portion of the process. Ms. Walton reported that the orientation would be given by herself, Albert Balingit, Legal Counsel, Legal Office; Sonja Merold, Chief, Equal Employment Office; and Bryan Hacker, Budget Analyst, Office of Administrative Services.

Ms. Walton reported that a Board Orientation class would be scheduled during the month of September. Ms. Walton will forward information to the members after the meeting. She reported that the orientation is scheduled in Southern California, but she will check to see if a session is scheduled for Northern California.

Ms. Walton reported on the Barbering & Cosmetology Act and the California Code of Regulations, which defines the Board's legal mandates. She provided a brief summary of consumer protection, adoption of rules and regulations, administration of examinations for licensure, discipline of individuals who are in violation of the Act or regulations, and adoption of rules and regulations governing sanitary conditions and precautions to be used as reasonably necessary to protect the public health and safety in establishments, approved schools and in the practices of the profession.

Ms. Walton provided the members with a brief summary on the four sections within the Board.

She stated that the Enforcement Section works with the Inspections Section and the State Attorney General's Office to process complaints involving gross negligence and incompetence, unlicensed activities, misrepresentation of false advertising of services, and unsanitary conditions in salons, barbershops and schools. The enforcement staff researches each complaint and recommends disciplinary action when appropriate.

Ms. Walton reported that the Inspections Section inspects salons, barbershops and schools in California to ensure licensees are in compliance with the Board's rules and regulations. Where health and safety violations are discovered, inspectors issue citations and fines.

She reported that the Examinations Section administers two-part examinations to prospective barbers, cosmetologists, estheticians, and manicurists, electrologists, and barbering and cosmetology instructors to ensure they possess the knowledge and skills necessary to protect the public's health and safety.

She reported that the Licensing Section issues licenses to applicants who meet the minimum education experience and examination requirements for licensure as a cosmetologist, barbers, manicurist, esthetician, electrologist, apprentice, establishment, cosmetology instructor or barbering instructor.

Ms. Walton reported that the Board assumes the policy setting role and the Executive Officer serves as the operational officer, and the Department of Consumer Affairs provides administrative support, budget, personnel, accounting, legal, legislative training and examination validation services.

Ms. Walton provided the members with travel and per diem information when they work on any Board related business.

Mr. Balingit reported that he would be covering three important laws that Board Members should be aware of and familiar with.

Mr. Balingit referred the members to section 5c in their binders.

Mr. Balingit first reported on the Bagley Keene Open Meeting Act. Mr. Balingit provided a brief summary of this particular law. He reported that the law imposes three duties upon Board Members. First, is to provide adequate notice of the meetings to be held. Second is to provide an opportunity to the public to comment on any item on the agenda. Third is to conduct the meetings in open session, except where closed session is authorized. Also, Board Members are required to discuss and take action in public with very few exceptions, give notice of meetings and provide a detailed agenda.

This law prohibits a majority of the members of the Board from communicating directly through personal intermediaries or technological devices to develop an elective occurrence. For example, Board Members cannot e-mail each other individually to conduct business in order to avoid the Open Meeting Act.

Mr. Balingit referred the members to Section 1120 of the Government Code, which provides that public agencies exist to aide in the conduct of the peoples' business, and the proceedings of public agencies be conducted openly so that the public will remain informed. The people of the state did not yield the sovereignty to the agencies we are serving.

Mr. Balingit reported that failure to comply with this law is a misdemeanor.

Also, we have had a public perception that we have nothing to hide when we conduct the peoples' business, and the proceedings of public agencies be conducted openly so that the public may remain informed.

Mr. Balingit reported the people of the state do not yield their sovereignty to the agencies that serve them. The people, in delegating authority, do not give their public servants the right to decide what is good for the people to know and what is not good for them to know. He stated the people insist on remaining informed so that they may retain control over the instruments they have created.

He reported this agency has three duties under the Open Meeting Act. First, is to give adequate notice of meetings to be held. Second, to provide an opportunity for public comment. Third, to conduct such meetings in open session, except where a closed session is specifically authorized.

Mr. Balingit reported that Board members, officers or employees of a state agency who hold one of the following positions and who are required to file a statement of economic interests must receive the orientation:

- A position exempt from civil service
- A career executive assignment
- A position of executive director or its equivalent

He reported each covered officer or employee is required to complete the ethics orientation course within six months and to file a statement of economic interest, which must be re-filed, at least once every two years.

Mr. Balingit informed the members that there are several options available to complete the required training He informed them that they may:

- Complete the interactive training on the web-site of the Office of the Attorney General
- Read the Department of Consumer Affairs "Incompatible Work Activity Policy and Procedures" and the document entitled "Department of Consumer Affairs, Proposition 9, the Political Reform Act of 1974
- Fill out the "Ethics Orientation – Certificate of Completion", which is included in the packet

Mr. Gonzalez turned the meeting over to Dr. Condon.

Dr. Condon stated that she wanted to take the opportunity to introduce Senator Richard Polanco. Dr. Condon reported that Senator Polanco was the key individual in introducing the bill that ultimately reestablished the Board.

Ms. Sonja Merold, Chief, Equal Opportunity office congratulated the members on the appointments to the Board.

Ms. Merold reported that her presentation would be directed at the Board Members, so she asked that everyone please keep this in mind when she is making her comments.

Ms. Merold reported that she would acquaint them with two policies: the Department's Discrimination and Complaint Procedures Policy and the Sexual Harassment Prevention Policy.

Ms. Merold reported that the Department has a strong commitment to ensuring that we enforce and promote all laws rules and regulations prohibiting discrimination based on age, race, sex including sexual harassment etc. Ms. Merold reported that the legal authority was extensive and due to the time constraints she would not discuss the legal authority. She stated that the focus is on employment and the employment of the persons who are employed at the Board.

Ms. Merold reported that it was illegal to make any employment decisions based on those protective characteristics. It is illegal for an employer to discriminate on the basis of perception or association. She reported that Supervisors and employers could be held personally liable and sued for discriminatory acts.

Ms. Merold reported that employees might share information about what they feel is fair treatment on the job; therefore, you as a Board Member should be aware that the Department has an internal discrimination complaint office, which is the Equal Employment Office. This office handles internal complaints for discrimination, so if an employee approaches you, tell them to take their issues to the Employment Opportunity Office.

Ms. Merold reported that as a Board Member, they must abide by the federal and state laws and rules. Unfortunately, after all these years there is still a concern throughout the state about discrimination and sexual harassment. She reminded the members that this could happen to anyone and anywhere. She reported that it could happen in the form of an inappropriate joke or story and everyone needs to know what to do should this happen.

Ms. Merold reported that, Board Member need to be aware of the policy in order to assist the Executive Officer to prevent sexual harassment or discrimination from happening. She stated that the Members are in a position of authority and that they set the standards, because they are also role models. Basically, it is the Members' responsibility to assist the Executive Office in preventing any situation that would be considered uncomfortable to another employee.

Ms. Merold provided the Members with statistical information from a national poll that was taken which indicates how many people have experienced sexual harassment at work.

Ms. Merold provided the following:

- 44% of women have experienced sexual harassment at work
- A supervisor harassed 43% of harassed women
- 7% of men reported sexual harassment at work

- Women harassed 59% of men
- Other men harassed 41% of men
- 56% of the sexual harassers were men
- 82% of the harassers felt that they were unjustly accused.

Ms. Merold reported that the legal fees used to defend sexual harassment averages \$213,000 per case.

Mr. Hacker reported that Chapter 1672/90 created the board of Barbering and Cosmetology Contingent Fund. This fund was created to combine the State Board of Barber Examiners Fund (0713) and the Board of Cosmetology Contingent Fund (0738). He reported the fund will be used to deposit all license fees and penalties collected from those in the Barbering and Cosmetology fields. Also, these monies will be used for the operation of the State Board of Barbering and Cosmetology. Chapter 26/94 renamed this fund to the State Board of Barbering and Cosmetology Fund

Mr. Hacker reported that the Fund Condition Statement presents the summary of the operations of a fund for the past, current and budget years. He reported that the Fund Condition Statements consists of:

- Beginning Balance.
- Prior Year Adjustments
- Balance, Adjusted.
- Revenues
- Transfers
- Total Resources
- Expenditures
- Fund Balance
- Reserve for economic uncertainties

Dr. Condon was interested to know if the funds are used for departmental business or solely for Barbering and Cosmetology business.

Mr. Hacker further explained exactly how the funds are distributed.

Mr. Hedges was interested in knowing what the process for retrieving the interest that the Board's money earns.

Mr. Hacker reported that the Department of Finance repays the interest back to the Board. He explained the Board is a special fund agency and not a general fund agency

Mr. Hacker explained that the 9 million dollars loaned out by the Board will be repaid and that the Board didn't give these monies away.

Mr. Hedges requested that the members are provided with update on how to retrieve the 9 million dollars and he requested that members be provided with a status.

Mr. Walton reported that there is a process in which the Board must follow with respect to the Budget.

Agenda Item 6 National Interstate Council's (NIC) Upcoming Conference in August 2003

Ms. Walton reported that the Board was selected by the National Interstate Council to host this year's conference which is being held from August 21 – 25, 2003, in Sacramento. She reported that this was the first time California has hosted the national conference.

Ms. Walton reported that the NIC was established in 1936 and at that time it included Board Members from 14 states, but now the membership includes all 50 states.

Ms. Walton reported that the NIC meets annually to discuss education, enforcement, scope of practice, and other topics of mutual interest to all state boards of cosmetology.

Ms. Walton reported that Board Members from other states generally attend the conference and indicated that our Members welcome to attend as well.

Ms. Walton reported that Dr. Della Condon would give this year's keynote address and that this is a very exciting time for California since this is first time that the conference has been held here.

Ms. Walton reported that a lot of the states associated with the NIC have wanted the conference to be held here, because they look at California to see what the trend is. Also, she reported that from her experience at the past conferences, the NIC extends a warm welcome to the California Board and the new Board Members.

Ms. Walton extended the invitation to all the Members who may want to attend the conference.

Dr. Condon thanked Ms. Walton for inviting her to have the opportunity to be the keynote speaker at the conference this year. Dr. Condon stated that it was particularly appropriate for California to host the conference in Sacramento since the regeneration of the California Board of Barbering and Cosmetology. Also, this will allow them to lead the country as a new California Board.

Mr. Gonzalez thanked everyone for coming and said that they had been waiting for this to happen for many years. Mr. Gonzalez reported that he was extremely happy and honored to be asked to serve on the Board and to represent the industry.

Agenda Item 8 Election of Board Officers

Mr. Gonzalez asked for nominations for the position of President. Mr. Gonzalez nominated Dr. Della Condon as the new Board President. All of the Members seconded. Mr. Gonzalez asked for a vote and Dr. Condon was unanimously elected as President of the Board of Barbering and Cosmetology.

Mr. Gonzalez reported that the new Board President is Dr. Della Condon.

Dr. Condon thanked everyone for electing her as the new Board President

Dr. Condon introduced Senator Richard Polonco as the key person who made it possible to bring the Board back. She stated that Senator Polonco is responsible for all of them being there today

and that he stood by them when they felt that times were difficult and helped to bring the industry together. She asked that he please say a few words to the Board.

Senator Richard Polonco congratulated Dr. Condon on becoming the new Board President and also extended a welcome to all the other members.

Senator Polonco stated that this has been a long two-year journey in the making and that he wanted to acknowledge the strong support and advocacy that he received from the industry. He stated that if it had not been for the industry coming together, this would not be a reality. He stated he was utilized as a facilitator as one who was in a position to bring forward the vision and dream of the industry.

He commended everyone and stated that the task really begins. He stated that this is an industry that has tremendous impact on over 400, 000 licensees throughout the state. He stated that this industry touches more lives and skin than any other licensed operator, with the exception of a Doctor or Nurse.

Senator Polonco urged the Members to instill upon themselves the necessity of the highest standard and quality of program. He stated that the reconstitution of the Board and the commitment from all members under the leadership of the new President along with the staff of the Board could make it good for California. He stated that the Board Members set the policy and direction as to how the Board will be run.

Mr. Gonzalez asked for nominations for the position of Vice President. Dr. Condon nominated Mr. Gonzalez and Richard Hedges seconded. There being no other nominations, Dr. Condon asked for a vote and Mr. Gonzalez was unanimously elected as the new Vice President of the Board of Barbering and Cosmetology

The Board Officers for 2003/2003 are:

President:	Dr. Della Condon
Vice President:	Mr. Joe Gonzalez

Dr. Condon thanked everyone for coming to the very first meeting and thanked them for their support. She stated that she hope that everyone will attend as many meetings as possible and to not hesitate to contact the members as often as possible.

Agenda Item 9 Recruitment and Selection Process for Hiring an Executive Officer

Mr. Jeffrey Sears referred the members to the handout in the packets regarding the recruitment process the Department of Consumer Affairs uses when hiring an Executive Officer. He stated that this position is exempt from civil service and is exempt from the hiring freeze.

He stated that the Board has a number of options as they begin the hiring process. He stated that the process realistically takes a couple months to advertise and to select an Executive Officer.

He stated that that the Board could actually appoint the Acting Executive Officer without any further recruitment efforts; you may open it up for a narrow recruitment by advertising only

within the Sacramento area and possibly the bay area; open up state or nation-wide if you wanted to go that broad.

Mr. Sears suggest to the Board that the first step is to determine how much you can afford to spend on this process and then select a selection committee from among the Members. He stated that he and his staff would work with the selection committee to put together the advertisement materials and recruitment criteria.

Dr. Condon wanted to know if there are any advertising guidelines that must be followed once the scope for recruiting and hiring the Executive Officer has been developed.

Mr. Hedges asked if the Board could appoint the current Interim Executive Officer, Cindy Walton.

Mr. Sears stated that Mr. Hedges was correct and that the Board has broad discretion in choosing

Dr. Condon suggested to the Members that they appoint a committee to look into the recruitment of a qualified Executive Officer. She stated that the committee would get together and determines the scope and process for recruiting the Executive Officer.

Mr. Gonzalez concurred with Dr. Condon in that before any decisions are made, the committee should form and then they will develop the scope and process.

Mr. Balingit suggest that public comment be allowed before the Board votes on forming a committee that will oversee the recruitment for the Executive Office.

All Members agreed to allow public comment.

Ms. Betty Burbach suggested that the Board nominate the person who is currently the Interim Executive Office.

Mr. Fred Jones, Professional Beauty Federation of California, agreed with Dr. Condon that the Board should form a committee to oversee the recruitment of the Executive Officer.

It was voted and decided that the Members would move forward with forming a committee to establish the process to search for a New Executive Officer.

The committee that will oversee the recruitment process is Dr. Condon, Richard Hedges and Joe Gonzalez. Dr. Condon stated that the committee will determine a time to meet and they will report back at the next scheduled meeting what the scope of the Executive Officer is to the Board.

Agenda Items 10 Examination Development and Update on Computer Based Testing Program

Dr. Tracy Ferrell provided a presentation on Computer Based Testing. Dr. Ferrell stated that the information provided is the information that the Office of Examination Resources (OER) and the Board of Barbering and Cosmetology (BBC) provided during presentations to Schools and Industry during the months of April and May

Dr. Ferrell reported that she would cover each topic very briefly, but they are very important topics. The topics to be covered are introductions, updated recent activities performed by the Office of Examination Resources, the Board of Barbering and Cosmetology and the Department of Consumer Affairs' Computer Based Testing Program.

Dr. Ferrell briefly explained that the Office of Examination Resources is a unit within the Department of Consumer Affairs. She stated that the OER offers examination services to the licensing boards, bureaus, and programs that are under the umbrella of the Department of Consumer Affairs. She stated that her office works with the boards and bureaus to make sure that their examinations are fair, valid and legally defensible.

Dr. Ferrell reported that at the direction of Denise Brown, Chief Deputy Director of the Department, she was asked to attend the BBC's sunset hearing and other public meetings to identify concerns that were being raised by the public, industry, and other staff members with regards to the BBC's licensure examination. She stated that the most critical area was the BBC's occupational analysis, which is a large scale study that exams professions to determine the scope. She stated that the OER immediately went to work on the Manicurist, Electrologist and Esthetician analyses which were scheduled to be completed in June; however, due to the budget constraints they were on hold until the budget was passed. Dr. Ferrell stated that he office anticipates having the analyses completed September 2003.

Dr. Ferrell reported that the Occupational Analyses will be used to update the exam program as well as provide information to address any training or educational curriculum changes that the Board may want to make. Dr. Ferrell stated that the data is needed to support any changes, and to ensure that decisions to make changes are based on information related to the scope of practice.

Dr. Ferrell reported that the OER created seven forms with regards to the BBC's computer based testing examination. She stated that the forms were from the BBC's current item bank and that the OER cleaned up the questions based upon the statistical data. She reported that OER has a methodology, which tells the quality and fairness of the questions.

Dr. Ferrell reported that OER recommended increasing the exam administration time. She stated that the Barbers exam was only a 30 minute exam; however, OER has recommended that the Barbers be given a full hour to complete the exam. She stated that the OER and BBC staff has been working together over the last year to improve the exams.

Dr. Ferrell provided a brief overview of the Department of Consumer Affairs Computer Based Testing Program. She reported that in the early 1990's, the Department went out to bid to find a Computer Based Testing vendor, which was in line with the Governor's Strategic Plan; created opportunities for DCA to accomplish large-scale improvements and innovative goals; and offered integrated and standardized services to the boards, bureaus, and programs through computer-based testing. She reported the contract was awarded to Experior Assessments, which is based out of St. Paul Minnesota. She reported that Experior administers examinations to over 500,000 candidates in 48 states. Dr. Ferrell reported that Experior offers cafeteria style menu plans under the master service agreement, which means that the boards and bureaus can select services based upon their own unique needs at a fixed rate.

Dr. Ferrell stated that OER staff monitors all 7 testing sites on an ongoing basis, so that if there are any concerns by a candidate it will be communicated directly to the OER staff. Also, the

OER staff works with the board and bureau staff to meet their republishing deadlines for exam candidate handbooks. Basically, everything with regard to this program is constantly monitored.

Dr. Ferrell provided a brief overview of the process in which a candidate goes through take exams that are administered by Experior Assessments. She reported that a candidate takes and passes the practical exam at 1 of 2 sites; then the candidate's information is transmitted to Experior; next, a candidate handbook is mailed with the (scheduling information for the written portion of the exam, prompting the candidate to call the toll-free number to schedule at 1 of 7 testing sites; and then finally candidate takes and passes the written exam and immediately receives photo licenses.

Dr. Ferrell reported that with computer-based testing there are a lot of services and plenty of benefits. She reported that some of the benefits are increased testing opportunities, an increased number of testing locations distribution of score reports; distribution of licenses with photograph and added space to conduct more practical examinations.

Dr. Ferrell stated that staff has worked very hard to facilitate the process for the board.

Mr. Gonzalez requested clarification as to what Dr. Ferrell meant about staff sending over eligibility files to Experior.

Ms. Stout of OER reported that as candidates pass the practical portion of the exam the information is loaded into the Applicant Tracking System (ATS). Once the information is loaded into ATS, the candidate is identified as being eligible to take the written exam. She stated that one staff person needs to be designated to run the data, in order to help identify the number of candidate eligible to take the exam.

Mr. Gonzalez questioned how this new exam process compared to how the exam was previously done when the candidate was able to take both the exams on the same day and asked why candidates cannot now take both of the exams on the same day. He also questioned the scoring practices.

Dr. Ferrell reported that it was not feasible to bring computers into the test sites. OER recommended computer-based testing to BBC as a solution to the backlogs of applications waiting to be tested. She stated that they attempted to bring computers in so that the candidates could take both their exams on the same day; however, there were security and information technology issues that would have cost the Board far more than \$100,000. She stated that because this was not feasible, it was decided to administer the exams on separate days and this is why the Board went into the transition.

Dr. Ferrell reported that there have been some candidates that have voiced their concerns, but we have also had candidates say that they are not as fatigued since they are not required to take both exams on the same day.

Mr. Gonzalez was concerned about the other departmental exams being two part exams.

Dr. Ferrell assured Mr. Gonzalez that a lot of the Boards' exams are two parts.

Agenda Items 11

Preview of Board Policy Issues for Future Board Meetings

Ms. Walton provided the members with the following items for consideration, review, and action at future Board meetings:

- Review of the Board's Laws and Regulations
- Disciplinary Review Committee
- Realignment of Current Schedule of Administrative Fines
- Aggregate Scoring

Dr. Condon requested that each person introduce himself or herself

- Mr. Don Chang, Supervising Legal Counsel, Department of Consumer Affairs.
- Mr. Albert Balingit, Legal Counsel for the Board of Barbering and Cosmetology.
- Ms. Cindy Walton, Interim Executive Officer, Board of Barbering and Cosmetology and previously Deputy Bureau Chief when the Board was a Bureau.
- Ms. Barcelona stated that she is currently staying home with her children.
- Mr. Joe Gonzalez reported that he is past president of the California State Board of Barber Examiners, currently resides in Los Angeles and he makes hair pieces for individuals who are going through chemotherapy and radiation.
- Ms. Bonnie LaChappa is a Councilwoman on the Barona ???Indians and she was appointed as a consumer.
- Mr. Richard Hedges reported that he is from the Bay Area and that he is a retired representative for the United Food and Commercial Workers International Union.
- Dr. Della Condon reported that she is from the Riverside Area and is a past Board President. She stated that she trains police officers and that most of her students carry guns.
- Ms. Kim McInnes reported that she is a licensed cosmetologist and recently became a cosmetology instructor.

Agenda Item 12

Public Comment

The following people provided public Comment:

Mr. Fred Jones, Professional Beauty Federation of California reported that the Board did not inform anyone that they were planning on changing the process in which the exams were going to be administered. Mr. Jones reported that the new board must return to the aggregate scoring and improve the on-site exam candidate and model identification procedures. Also, he recommends that the board streamline the licensure process for qualified U.S. and foreign candidates through state reciprocity.

Mr. Carter, United Workers for the State of California, stated that the Board didn't inform the industry that the exam was in process of being changes. Mr. Carter stated that the staff provided little to no notification of the new Computer Based Testing. Mr. Carter stated that when he found out about the new exam, he came to Sacramento to meet with staff to discuss the details and was informed that it was too late to stop the new exam process.

Mr. Anthony Aruni reported that aggregate scoring is particularly a problem for Barbers. He stated that the Board needs to look at this and do something to change the way it's being done. He reported that there are some cosmetologists who work underground because they are afraid to

take the exam out of fear of failing. He urged the Board to consider aggregate scoring as a top priority to be looked at.

Mr. Jerry Tyler, Director of Carlton Hair Salons, reported that he supports the new Board and is happy about their appointments. He reported that the areas of concern for Carlton Hair Salons are reciprocity, licensure, apprenticeship, and expansion of the externship program.

Mr. Sal Hernandez reported that one of his concerns is the time that it is taking Board staff to process applications and the time delays that the schools are experiencing. He stated that his school is required to provide other state agencies with documentation for accreditation, but it is very difficult to adhere to the guidelines because it takes the Board so long to process applications and grant approvals. Also, the students get discouraged because it takes so long, so it makes them upset and some ultimately go to work in salons without licenses. He stated Board inspectors are very rude and have attitudes when they inspect salons. He stated that the inspectors need to treat the salon staff with respect.

Ms. Viola Strathu-Witcher reported that she was glad the Board has been appointed and was hopeful that they would help the people in the industry. Ms. Witcher stated that so many people give up and begin working without a license because it takes the Board staff so long to process the applications. Basically, some people cannot wait to be licensed due to their circumstances and they cannot wait months to get a test date; therefore, they go underground and ultimately never get licensed.

Mr. John Sanders reported that students are being penalized and are not able to get into the apprenticeship programs due to the lengthy time that it is taking the Board staff to process the applications. The Board is urged to consider how long it's taking to process applications.

The Board was asked what their role was and Dr. Condon reported that there was a new Sheriff in Town.

Agenda Item 13 Future Meeting Dates and Locations

Mr. Joe Gonzalez suggested the Board meet on a monthly basis. He stated that the Board had a lot of work to do; therefore, monthly meetings are needed.

Mr. Richard Hedges concurred with Mr. Gonzalez regarding having monthly meetings.

Mr. Joe Gonzalez stated the Board should alternate the meetings between Los Angeles, San Diego, San Francisco, and Sacramento.

Dr. Condon wasn't sure if the Board would be able to meet in places other than state buildings.

Ms. Walton reported that she was still waiting for clarification on that question, but advised the Board that due to the budget crisis the meetings should be held in state facilities.

It was voted and decided that the Board would meet in San Diego, Los Angeles, San Francisco, and Sacramento. All members were in favor of the new meeting locations.

Dr. Condon thanked everyone for coming today and the staff for preparing the presentation materials for the meeting.

The members expressed how honored they are for their appointments as members to the new Board of Barbering Cosmetology. The meeting was adjourned at 2:45 p.m.

Dr. Della M. Condon, President

Mr. Joe Gonzalez, Vice-President